

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Retirement Formula Change for Bargaining Units 6 and 8 and Affiliated Excluded Employees	<b>REFERENCE NUMBER:</b> 2006-003
<b>DATE ISSUED:</b> 1-12-06	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Personnel Officers  
Labor Relations Officers  
Transaction Supervisors**

**FROM:** Department of Personnel Administration  
Labor Relations Division

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**Rank and File Employees**

Effective January 1, 2006, the retirement formula changes to 3%-at-50 for the following active State employees in the Peace Officer/Firefighter retirement category:

- Employees in Bargaining Units 6 and 8; and
- Employees excluded from membership in these two bargaining units as a result of being designated confidential.

For the employees listed above, this change applies to both future and previous service credit as a member of Bargaining Unit 6 or 8 in the POFF retirement category.

**Supervisors, Managers, and Exempt Employees**

For supervisors, managers, and exempt employees in the POFF category who are affiliated with either of these units, the 3%-at-50 formula will apply to past POFF-covered rank-and-file service in either of these units. This change also takes effect January 1, 2006.

Past rank-and-file service in unit 6 or 8 will **not** be covered by the new formula if the supervisor, manager, or excluded employee no longer is affiliated with either of these units. If the employee returns to a POFF-covered position affiliated with either unit, such rank-and-file service would be covered by the new formula.

DPA will propose legislation which, if adopted, would apply the 3%-at-50 formula to service in managerial, supervisory, and exempt POFF-covered positions affiliated with units 6 and 8 and raise these employees' retirement contribution rate from 8% to 10%. The legislation also would give these excluded employees the option to remain at the current contribution level and be covered by the 3%-at-55 formula.

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No action is required by the employee for this formula change to take effect.

/s/ Dave Gilb

Dave Gilb  
Chief of Labor Relations